

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
12-CA-296412Date Filed
May 25, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer HCA Florida Bayonet Point Hospital		b. Tel. No. (727) 819 - 2929
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 14000 Fivay Rd Hudson FL 34667	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@hcahealthcare.com
		h. Number of workers employed 300+
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) Section 8(a)(1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

I gave a presentation comparing the benefits provided by our employer, contrasted with the benefits at surrounding hospitals. As our benefits were generally lower, I presented unionization as a possible option to assist with bargaining and increasing employee satisfaction. Over the next 3 months, I received multiple phone calls and was called in for two meetings to discuss my presentation. I was told physician unionization was illegal by (b) (6), (b) (7)(C) questioned about union activity, and received indirect threats for discussing unionization.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.
(b) (6), (b) (7)(C)4c. Cell No.
(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-mail
(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
(b) (6), (b) (7)(C) are true to the best of my knowledge and belief.

Tel. No.
(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail
(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Address

(b) (6), (b) (7)(C)

Date

5/23/2022

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 12
201 E Kennedy Blvd Ste 530
Tampa, FL 33602-5824

Agency Website: www.nlr.gov
Telephone: (813)228-2641
Fax: (813)228-2874



Download
NLRB
Mobile App

May 25, 2022

(b) (6), (b) (7)(C)

HCA Florida Bayonet Point Hospital
14000 Fivay Rd
Hudson, FL 34667

Re: HCA Florida Bayonet Point Hospital
Case 12-CA-296412

Dear (b) (6), (b) (7)(C)

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Resident Agent Imee C. Licare whose telephone number is (202)273-3859. The mailing address is 2220 County Road 210 West Suite 108-223 (PMB 223), Jacksonville, FL 32259. If this Board agent is not available, you may contact Supervisory Field Examiner Chastity Pabon-Lockley whose telephone number is (813)228-2470.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlr.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your

representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

Prohibition on Recording Affidavit Interviews: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Correspondence: All documents submitted to the Region regarding your case MUST be filed through the Agency's website, www.nlr.gov. This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. Please ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlr.gov or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink that reads "David Cohen". The signature is written in a cursive, flowing style.

David Cohen
Regional Director

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 12
201 E Kennedy Blvd Ste 530
Tampa, FL 33602-5824

Agency Website: www.nlrb.gov
Telephone: (813)228-2641
Fax: (813)228-2874



Download
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May 25, 2022

(b) (6), (b) (7)(C)

Re: HCA Florida Bayonet Point Hospital
Case 12-CA-296412

Dear (b) (6), (b) (7)(C)

The charge that you filed in this case on May 25, 2022, has been docketed as case number 12-CA-296412. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Resident Agent Imee C. Licare whose telephone number is (202)273-3859. The mailing address is 2220 County Road 210 West Suite 108-223 (PMB 223), Jacksonville, FL 32259. If this Board agent is not available, you may contact Supervisory Field Examiner Chastity Pabon-Lockley whose telephone number is (813)228-2470.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlrb.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession.

Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

Prohibition on Recording Affidavit Interviews: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

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We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink that reads "David Cohen". The signature is written in a cursive, flowing style.

David Cohen
Regional Director

NATIONAL LABOR RELATIONS BOARD

NOTICE OF APPEARANCE

HCA Florida Bayonet Point Hospital

and

CASE 12-CA-296412

☒ REGIONAL DIRECTOR

☐ EXECUTIVE SECRETARY
NATIONAL LABOR RELATIONS BOARD
Washington, DC 20570

☐ GENERAL COUNSEL
NATIONAL LABOR RELATIONS BOARD
Washington, DC 20570

THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATIVE OF _____

HCA Florida Bayonet Point Hospital

IN THE ABOVE-CAPTIONED MATTER.

CHECK THE APPROPRIATE BOX(ES) BELOW:

☒ REPRESENTATIVE IS AN ATTORNEY

☒ IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE THAT THE PARTY MAY RECEIVE COPIES OF CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN ADDITION TO THOSE DESCRIBED BELOW, THIS BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY WILL RECEIVE ONLY COPIES OF CERTAIN DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENTS AS DESCRIBED IN SEC. 11842.3 OF THE CASEHANDLING MANUAL.

(REPRESENTATIVE INFORMATION)

NAME: Patricia G. Griffith, Esquire - Ford & Harrison LLP

MAILING ADDRESS: 271 17th Street, N.W., Suite 1900, Atlanta, GA 30363

E-MAIL ADDRESS: pgriffith@fordharrison.com

OFFICE TELEPHONE NUMBER: 404/888-3831

CELL PHONE NUMBER: 404/446-6288 FAX: 404/888-3863

SIGNATURE: 

DATE: 6/7/22

¹ IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 12
201 E Kennedy Blvd Ste 530
Tampa, FL 33602-5824

Agency Website: www.nlrb.gov
Telephone: (813)228-2641
Fax: (813)228-2874

November 22, 2022

(b) (6), (b) (7)(C)

Re: HCA Florida Bayonet Point Hospital
Case 12-CA-296412

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered the charge alleging that HCA Florida Bayonet Point Hospital (the Employer or the Hospital) has violated the National Labor Relations Act.

Decision to Approve Settlement Agreement: On November 8, 2022, the Employer signed a Settlement Agreement addressing the allegations of the charge in the above case. By letter dated October 27, 2022, you objected to an earlier version of the Settlement Agreement signed by the Employer, contending that (1) the Notice to Employees should be posted on all floors of the Hospital rather than just on the door of the Resident Workroom Lounge and on the bulletin board in the Graduate Medical Education hallway of the Hospital; (2) the Notice to Employees should be sent by email to fellows enrolled in the Hospital's Graduate Medical Education Program and not just to residents; and (3) there was no remedy addressing the fact that the Employer had withheld a Power Point presentation that you had prepared from other resident physicians.

With respect to your second objection, the Settlement Agreement signed by the Employer on November 8 requires emailing of the Notice to all fellow physicians and resident physicians who have been employed by the Employer at any time during the period from February 1, 2022 until the Settlement Agreement is approved. This includes the period when the alleged unfair labor practices occurred. Accordingly, your second objection has been fully addressed. Nevertheless, on November 9 you stated that you would not sign the Settlement Agreement. With respect to your first objection, the evidence shows that the only employees affected by the alleged unfair labor practices were physicians in the Hospital's Graduate Medical Education program, and there is no evidence of dissemination of the alleged unlawful conduct to employees who are not directly involved in the Graduate Medical Education program. I find that the distribution of the Notice by posting and emailing as provided in the Settlement Agreement executed by the Employer on November 8 is very likely to reach all affected employees, and therefore is broad enough to fully remedy the alleged unfair labor practices, provided that the Employer abides by other all terms and provisions of the Settlement Agreement and Notice. With respect to your third objection, the charge does not allege that the Employer violated the

Act by withholding your Power Point presentation from other resident physicians. Even if such an allegation had been made and was found to have merit, it does not appear that an appropriate remedy would require the Employer to distribute your Power Point presentation to other resident physicians.

In view of the undertakings contained in the enclosed Settlement Agreement, I have determined that it would not effectuate the purposes of the National Labor Relations Act to institute further proceedings at this time. I am, therefore, approving the Settlement Agreement signed by the Employer on November 8, 2022, and refusing to issue a complaint in this matter.

Charging Party's Right to Appeal: The Charging Party may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: You must file your appeal electronically or provide a written statement explaining why electronic submission is not possible or feasible (Written instructions for the NLRB's E-Filing system and the Terms and Conditions of the NLRB's E-Filing policy are available at www.nlr.gov. See User Guide. A video demonstration which provides step-by-step instructions and frequently asked questions are also available at www.nlr.gov. If you require additional assistance with E-Filing, please contact c-filing@nlrb.gov.

You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. If you cannot file electronically, please send the appeal and your written explanation of why you cannot file electronically to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on **December 6, 2022**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than December 5, 2022. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before December 6, 2022**. The request may be filed electronically through the **E-File Documents** link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any

November 22, 2022

request for an extension of time to file an appeal received after December 6, 2022, **even if it is postmarked or given to the delivery service before the due date.** Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor requests to limit our use of appeal statements or evidence. Upon a request under the Freedom of Information Act (FOIA) by a party during the processing of an appeal, the Agency's FOIA Branch discloses appeal statements, redacted for personal privacy, confidential source protection, or other applicable FOIA exemptions. In the event the appeal is sustained, any statement or material submitted may be introduced as evidence at a hearing before an administrative law judge. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Very truly yours,



David Cohen
Regional Director

Enclosures

cc: Patricia G. Griffith Esq.
Ford & Harrison LLP
271 17th St. NW, Suite 1900
Atlanta, GA 30363

(b) (6), (b) (7)(C)

HCA Florida Bayonet Point Hospital
14000 Fivay Rd
Hudson, FL 34667

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in approving the settlement agreement in

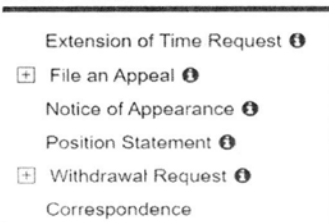
Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)

E-FILING TO APPEALS

1. **Extension of Time:** This document is used when the Charging Party is asking for more time to efile an Appeal.
 - If an Extension of Time is e-filed, and there are additional documents to be e-filed simultaneously with it, please e-file those documents under the selection **Correspondence**.
 - After an Extension of Time has already been e-filed, any **additional** materials to add to the Extension of Time should be e-filed under **Correspondence**.
2. **File an Appeal:** If the Charging Party does not agree with the Region's decision on the case, an Appeal can be e-filed.
 - Only **one (1) Appeal** can be e-filed to each determination in the Region's decision letter that is received.
 - After an Appeal has been e-filed, any **additional** materials to add to the Appeal should be e-filed under **Correspondence**.
3. **Notice of Appearance:** Either party can e-file a Notice of Appearance if there is a new counsel representing one side or a different counsel.
 - This document is only e-filed with the Office of Appeals after a decision has been made by the Region.
 - This document can be e-filed **before** an Appeal is e-filed.
4. **Correspondence:** Parties will **select** Correspondence when adding documents or supplementing the Appeal or Extension of Time.
 - Correspondence is used to e-file documents **after** an **Extension of Time, Appeal or Notice of Appearance** has been e-filed.
5. **Position Statement:** The Charging Party or Charged Party may e-file a Position Statement.
 - The Charging Party will e-file this document as a supplement of the Appeal.
 - The Charged Party will specifically file one to support the Region's decision.
 - This document should be e-filed **after** an **Extension of Time, Appeal or Notice of Appearance** has been e-filed.
6. **Withdrawal Request:** If the Charging Party decides to no longer pursue their appeal, he/she can e-file a Withdrawal Request to the Office of Appeals.
 - This document should be e-Filed **after** an **Extension of Time, Appeal or Notice of Appearance** has been e-filed.



Extension of Time Request ⓘ

☐ File an Appeal ⓘ

Notice of Appearance ⓘ

Position Statement ⓘ

☐ Withdrawal Request ⓘ

Correspondence

7. The selections of **Evidence** or **Other** should no longer be used.
8. If you need to contact the Office of Appeals, please call **(202)273-3760**.

UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
SETTLEMENT AGREEMENT

IN THE MATTER OF

HCA Florida Bayonet Point Hospital

Case 12-CA-296412

Subject to the approval of the Regional Director for the National Labor Relations Board, the Charged Party and the Charging Party **HEREBY AGREE TO SETTLE THE ABOVE MATTER AS FOLLOWS:**

POSTING OF NOTICE — After the Regional Director has approved this Agreement, the Regional Office will send copies of the approved Notices to the Charged Party in English and in additional languages if the Regional Director decides that it is appropriate to do so. A responsible official of Charged Party will then sign and date the Notice and shall immediately post the notice in conspicuous places, including on the door of the Resident Workroom Lounge and on the bulletin board in the GME hallway, and any other places where notices to resident physicians are customarily posted at its facility located at 14000 Fivay Road, Hudson, Florida. The Charged Party will keep all Notices posted for 60 consecutive days after the initial posting. Each week throughout the 60-day notice posting period the Charged Party will e-file with the Regional Director of Region 12 at www.nlr.gov, current photographs of all posted Notices. The Charged Party agrees to grant agents of the National Labor Relations Board access to its premises for the purposes of confirming that the Notices are posted pursuant to the terms of this Agreement.

E-MAILING OF NOTICE — The Charged Party will email to all resident physicians and fellow physicians who were employed by the Charged Party at its hospital in Hudson, Florida at any time during the period from February 1, 2022 until the approval of this Settlement Agreement, a copy of the signed Notice in English, and in additional languages if the Regional Director decides that it is appropriate to do so. The e-mail message transmitted with the Notice attached will state only: "We are distributing the attached Notice to Employees to you pursuant to a Settlement Agreement approved by the Regional Director of Region 12 of the National Labor Relations Board in Case 12-CA-296412." To document its compliance with this requirement, the Charged Party will e-file with Region 12 via the Agency's e-filing portal at www.nlr.gov, a copy of the e-mail with all the recipients' e-mail addresses visible, along with a copy of the emailed Notice, and a completed Certification of Compliance.

COMPLIANCE WITH NOTICE — The Charged Party will comply with all the terms and provisions of said Notice.

SCOPE OF THE AGREEMENT — This Agreement settles only the allegations in the above-captioned case(s), including all allegations covered by the attached Notice to Employees made part of this agreement, and does not settle any other case(s) or matters. It does not prevent persons from filing charges, the General Counsel from prosecuting complaints, or the Board and the courts from finding violations with respect to matters that happened before this Agreement was approved regardless of whether General Counsel knew of those matters or could have easily found them out. The General Counsel reserves the right to use the evidence obtained in the investigation and prosecution of the above-captioned case(s) for any relevant purpose in the litigation of this or any other case(s), and a judge, the Board and the courts may make findings of fact and/or conclusions of law with respect to said evidence.

NEUTRAL REFERENCE — The Charged Party will provide the Charging Party with a neutral reference in writing stating only his job title and dates of employment. The Charged Party will direct the entity that handles reference inquiries on its behalf to provide only the Charging Party's job title and dates of employment in

Initials: _____

(b) (6), (b) (7)(C)

PARTIES TO THE AGREEMENT — If the Charging Party fails or refuses to become a party to this Agreement and the Regional Director determines that it will promote the policies of the National Labor Relations Act, the Regional Director may approve the settlement agreement and decline to issue or reissue a Complaint in this matter. If that occurs, this Agreement shall be between the Charged Party and the undersigned Regional Director. In that case, a Charging Party may request review of the decision to approve the Agreement. If the General Counsel does not sustain the Regional Director's approval, this Agreement shall be null and void.

Yes (b) (6), (b) (7)(C) Initials _____

No _____ Initials _____

The Charged Party agrees that in case of non-compliance with any of the terms of this Settlement Agreement by the Charged Party, and after 14 days' notice from the Regional Director of the National Labor Relations Board of such non-compliance without remedy by the Charged Party, the Regional Director will issue a Complaint that includes the allegations covered by the Notice to Employees, as identified above in the Scope of Agreement section, as well as filing and service of the charge(s), commerce facts necessary to establish Board jurisdiction, labor organization status, appropriate bargaining unit (if applicable), and any other allegations the General Counsel would ordinarily plead to establish the unfair labor practices. Thereafter, the General Counsel may file a Motion for Default Judgment with the Board on the allegations of the Complaint. The Charged Party understands and agrees that all of the allegations of the Complaint will be deemed admitted and that it will have waived its right to file an Answer to such Complaint. The only issue that the Charged Party may raise before the Board will be whether it defaulted on the terms of this Settlement Agreement. The General Counsel may seek, and the Board may impose, a full remedy for each unfair labor practice identified in the Notice to Employees. The Board may then, without necessity of trial or any other proceeding, find all allegations of the complaint to be true and make findings of fact and conclusions of law consistent with those allegations adverse to the Charged Party on all issues raised by the pleadings. The Charged Party agrees that the Board may then issue an order providing, as elected by the Regional Director, a full remedy for the violations found as is appropriate to remedy such violations, and/or an order requiring the Charged Party to perform terms of this settlement agreement as specified by the Regional Director. The parties further agree that a U.S. Court of Appeals Judgment may be entered enforcing the Board order ex parte, after service or attempted service upon Charged Party/Respondent at the last address provided to the General Counsel.

(b) (6), (b) (7)(C)

Initials

NOTIFICATION OF COMPLIANCE — Each party to this Agreement will notify the Regional Director in writing what steps the Charged Party has taken to comply with the Agreement. This notification shall be given within 5 days, and again after 60 days, from the date of the approval of this Agreement. If the Charging Party does not enter into this Agreement, initial notice shall be given within 5 days after notification from the Regional Director that the Charging Party did not request review or that the General Counsel sustained the Regional Director's approval of this agreement. No further action shall be taken in the above captioned case(s) provided that the Charged Party complies with the terms and conditions of this Settlement Agreement and Notice.

Charged Party HCA Florida Bayonet Point Hospital	Charging Party (b) (6), (b) (7)(C) an Individual
By: Name and Title Date (b) (6), (b) (7)(C) 11/9/22	By: Name and Title Date
Print Name and Title below (b) (6), (b) (7)(C)	Print Name and Title below
Recommended By: Date <i>/s/ Imee C. Licare</i> 11/9/22 Imee C. Licare Resident Agent	Approved By: Date <i>David Cohen</i> November 22, David Cohen 2022 Regional Director, Region 12

Initials: **(b) (6), (b) (7)(C)**

(To be printed and posted on official Board notice form)

THE NATIONAL LABOR RELATIONS ACT GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

WE WILL NOT tell you that you cannot join or form a union. **YOU HAVE THE RIGHT** to join or form a union to represent you and bargain with us on behalf of an appropriate unit of our employees and **WE WILL NOT** do anything to interfere with your exercise of that right.

WE WILL NOT ask you about your union activities or sympathies, or about the union activities or sympathies of other employees.

WE WILL NOT threaten you with discharge or other reprisals if you engage in union activity or choose to be represented by a union.

WE WILL NOT prohibit you from communicating with other employees about unions, salaries, wages, hours of work, or other terms and conditions of employment.

WE WILL NOT create the impression that we are engaging in surveillance of your union activities or other protected concerted activities.

WE WILL NOT in any like or related manner interfere with, restrain or coerce employees in their exercise of the above-stated rights guaranteed in Section 7 of the National Labor Relations Act.

HCA FLORIDA BAYONET POINT HOSPITAL

(Employer)

Dated: 11/8/02

By

(b) (6), (b) (7)(C)

(Representative)

(Title)

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation and we investigate and remedy unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's

(b) (6), (b) (7)(C)

Initials: _____

Regional Office set forth below or you may call the Board's toll-free number 1-844-762-NLRB (1-844-762-6572). Callers who are deaf or hard of hearing who wish to speak to an NLRB representative should send an email to relay.service@nlrb.gov. An NLRB representative will email the requestor with instructions on how to schedule a relay service call.

National Labor Relations Board, Region 12
201 E Kennedy Blvd., Suite 530
Tampa, FL 33602-5824

Telephone: (813)228-2641
Hours of Operation: 8 a.m. to 4:30 p.m.

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the above Regional Office's Compliance Officer.

(b) (6), (b) (7)(C)

Initials: _____



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 12
201 E Kennedy Blvd Ste 530
Tampa, FL 33602-5824

Agency Website:
www.nlr.gov
Telephone: (813)228-2641
Fax: (813)228-2874

Direct Dial: (813)228-2663
Email address: michele.serrano@nlrb.gov

December 8, 2022

(b) (6), (b) (7)(C)

Served By Email Only

Re: HCA Florida Bayonet Point Hospital
Case 12-CA-296412

Dear (b) (6), (b) (7)(C)

Attached is a conformed copy of the Unilateral Settlement Agreement in the above matter that was approved on November 22, 2022. Because no appeal has been filed, the Settlement Agreement is now in effect and has been assigned to me to secure compliance with its terms. This letter discusses what the Employer needs to do to comply with the Agreement and sets forth deadlines for the return of documentary evidence and certifications demonstrating the Employer's efforts to comply. In corresponding with the Agency during the compliance phase, please be advised that the NLRB requires the mandatory electronic filing of all case documents via the Agency's e-filing portal at www.nlr.gov.

Physically Post Notice: Attached is a printable copy of the official Notice to Employees. By December 22, 2022, the Employer must:

- Print the attached Notice in color on 8 ½" by 14" legal-sized paper and ensure that each copy of the Notice retains the heading in blue lettering at the top of the Notices and the footer containing the Employer's signature and the Region's contact information.
- Have a responsible official of the Employer, not the Employer's attorney, sign and date the Notices.
- Post the signed and dated Notices in conspicuous places, including on the door of the Resident Workroom Lounge and on the bulletin board in the GME hallway, and any other places where notices to resident physicians are customarily posted at its facility located at 14000 Fivay Road, Hudson, Florida, for 60 consecutive days after the initial posting.
- Each week throughout the 60-day posting period, the Employer will e-file with the Regional Director for Region 12 at www.nlr.gov current photographs of all Notices posted.
- E-file with Region 12 via the Agency's e-filing portal at www.nlr.gov, copies of the Notices, copies of the current dated photographs of the Notices as posted, and a completed Certification of Posting and Electronic Mailing form.

Furthermore, the Employer agrees to grant agents of the National Labor Relations Board access to its premises for the purposes of confirming that the Notices are posted pursuant to the

terms of this Agreement. The Employer must take reasonable steps to ensure that the Notices are not altered, defaced or covered by other material.

E-Mailing of Notice: The Settlement Agreement provides that by December 22, 2022, the Employer must:

- Email the signed and dated Notice to all resident physicians and fellow physicians who were employed by the Employer at its hospital in Hudson, Florida at any time during the period from February 1, 2022 until the approval of this Settlement Agreement. (November 22, 2022).
- The email transmitted with the Notice attached will state only: "We are distributing the attached Notice to Employees to you pursuant to a Settlement Agreement approved by the Regional Director of Region 12 of the National Labor Relations Board in Case 12-CA-296412."
- E-file a copy of the email message, with all of the recipients' e-mail addresses visible, along with a copy of the emailed Notice to Employees, and a fully completed Certification of Posting and Electronic Distribution form, via the Agency's e-filing portal at www.nlr.gov.

Remedial Actions

Neutral Reference: The Settlement Agreement provides that by December 22, 2022, the Employer must:

- Provide the Charging Party with a neutral reference in writing stating only (b) (6), (b) job title and dates of employment. The Employer will direct the entity that handles reference inquiries on its behalf to provide only the Charging Party's job title and dates of employment in response to inquiries about the Charging Party's employment with the Employer. In addition, the Employer will direct its managers who supervised the Charging Party and its human resources personnel not to respond to any inquiries concerning the Charging Party's employment and to refer all of those inquiries to the entity that handles reference inquiries on Employer's behalf.
- E-file a fully completed Certification of Compliance form, together with a copy of the written Neutral Reference, via the Agency's e-filing portal at www.nlr.gov.

Certifications of Compliance: Certification of Posting and Electronic Mailing form and Certification of Compliance forms are attached. The Employer must complete and return the following forms by the deadlines listed below:

- By December 22, 2022, return via e-file the completed Certification of Posting and Electronic Distribution form along with a color copy of the signed Notices and documentary evidence to support the Employer's compliance.
- By December 22, 2022, return via e-file the completed Certification of Compliance form along with any documentary evidence to support the Employer's compliance with the affirmative actions the Employer must take to comply.

Electronic Filing of Documents: The NLRB requires mandatory electronic filing of all case documents. See [GC 20-01](#) for more information. Written instructions for using the Agency's e-filing system and the Agency's Electronic Filing Terms and Conditions have been posted on the

Agency's [website](#). The Agency's website also contains a [video demonstration](#) which provides step-by-step instructions for e-filing.

Case Closing

When all the affirmative terms of the Settlement Agreement have been fully complied with and there are no reported violations of its negative provisions, you will be notified that this case has been closed on compliance. Timely submission of the signed and dated Notice to Employees, Certification of Posting and Electronic Mailing form, and Certification of Compliance form along with the documents requested within, will assist the Region in recommending the closing of the case in a timely manner.

Your cooperation in this matter will be appreciated.

Very truly yours,

/s/ Michele Serrano

Michele Serrano
Compliance Assistant

Attachments: Copy of Conformed Settlement Agreement
Notice to Employees
Certification of Posting and Electronic Mailing form
Certification of Compliance Form

cc: Patricia G. Griffith, Esq.
Ford & Harrison LLP
pgriffith@fordharrison.com

(b) (6), (b) (7)(C)

CERTIFICATION OF POSTING AND ELECTRONIC MAILING

**RE: HCA Florida Bayonet Point Hospital
Case 12-CA-296412**

Due Date: December 22, 2022

(If additional space is needed to provide a full response, attach a sheet(s) with the necessary information.)

As required by the Settlement Agreement in this matter, this document is a sworn certification of the steps that the Employer has taken to comply.

Physical Posting

The signed and dated Notice to Employees in the above matter was posted on _____ at the following locations: (List specific places of posting)
(date)

A legible copy of the signed Notice, displaying full text of the Notice, including the date, signature and title of the responsible official of the Employer was e-filed together with this Certification.

E-Mailing of Notice

On _____, the Employer emailed the signed and dated Notice to all resident physicians (date) and fellow physicians who were employed by the Employer at its hospital in Hudson, Florida at any time during the period from February 1, 2022 until the approval of this Settlement Agreement. (November 22, 2022).

A copy of the email message, with all of the recipients' e-mail addresses visible, along with a copy of the emailed Notice to Employees, was e-filed with this Certification.

I have completed this Certification of Posting and Electronic Mailing and state under penalty of perjury that it is true and correct.

CHARGED PARTY

By: _____

Title: _____

Date: _____

This form should be returned to the Regional Office together with **ONE** original Notice, dated and signed in the same manner as those posted. The Certification of Posting and Electronic Mailing form and color-scanned signed Notice should be returned via e-file. Please do not e-mail or physically send hard copies of the Certification of Posting and Electronic Mailing form or Notice at this time. If you need assistance in e-filing case documents, please contact the Compliance Assistant assigned to this case.

CERTIFICATION OF COMPLIANCE

Due Date: December 22, 2022

**RE: HCA Florida Bayonet Point Hospital
Case 12-CA-296412**

As required by the Settlement Agreement in this matter, this document is a sworn certification of the steps that the Employer has taken to comply.

Neutral Reference:

On _____, the Employer provided the Charging Party with a neutral reference in
(date)
writing stating only his job title and dates of employment.

On _____, the Employer directed the entity that handles reference inquiries on its
(date)
behalf to provide only the Charging Party's job title and dates of employment in response to inquiries about the Charging Party's employment with the Employer. In addition, on _____, the
(date)
Employer directed its managers who supervised the Charging Party and its human resources personnel not to respond to any inquiries concerning the Charging Party's employment and to refer all of those inquiries to the entity that handles reference inquiries on Employer's behalf.

A copy of the written Neutral Reference has been e-filed with this Certification.

I have completed this Certification of Compliance and state under penalty of perjury that it is true and correct.

CHARGED PARTY

By: _____
Title: _____
Date: _____

This form should be returned to the Regional Office via e-file. Please do not e-mail or physically send hard copies of the Certification of Compliance form at this time. If you need assistance in e-filing case documents, please contact the Compliance Assistant assigned to this case.

From:
Bcc:

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Subject: National Labor Relations Board Notice
Date: Wednesday, December 21, 2022 1:09:00 PM
Attachments: [Notice to Employees.pdf](#)

We are distributing the attached Notice to Employees to you pursuant to a Settlement Agreement approved by the Regional Director of Region 12 of the National Labor Relations Board in Case 12-CA-296412.

(b) (6), (b) (7)(C)

HCA Florida Bayonet Point Hospital

P (b) (6), (b) (7)(C) F

14000 Fivay Road Hudson, Florida 34668

(b) (6), (b) (7)(C) @HCAHealthcare.com

This email and any files transmitted with it may contain PRIVILEGED or CONFIDENTIAL information and may be read or used only by the intended recipient. If you are not the intended recipient of the email or any of its attachments, please be advised that you have received this email in error and that any use, dissemination, distribution, forwarding, printing, or copying of this email or any attached files is strictly prohibited. If you have received this email in error, please immediately purge it and all attachments and notify the sender by reply email or contact the sender at the number listed.



NOTICE TO EMPLOYEES



POSTED PURSUANT TO A SETTLEMENT AGREEMENT APPROVED BY A REGIONAL DIRECTOR OF THE NATIONAL LABOR RELATIONS BOARD AN AGENCY OF THE UNITED STATES GOVERNMENT

THE NATIONAL LABOR RELATIONS ACT GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

WE WILL NOT tell you that you cannot join or form a union. **YOU HAVE THE RIGHT** to join or form a union to represent you and bargain with us on behalf of an appropriate unit of our employees and **WE WILL NOT** do anything to interfere with your exercise of that right.

WE WILL NOT ask you about your union activities or sympathies, or about the union activities or sympathies of other employees.

WE WILL NOT threaten you with discharge or other reprisals if you engage in union activity or choose to be represented by a union.

WE WILL NOT prohibit you from communicating with other employees about unions, salaries, wages, hours of work, or other terms and conditions of employment.

WE WILL NOT create the impression that we are engaging in surveillance of your union activities or other protected concerted activities.

WE WILL NOT in any like or related manner interfere with, restrain or coerce employees in their exercise of the above-stated rights guaranteed in Section 7 of the National Labor Relations Act.

HCA Florida Bayonet Point Hospital

(b) (6), (b) (7)(C)

DATED: 12-21-22 BY:

(Representative) (True)

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation and we investigate and remedy unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below or you may call the Board's toll-free number 1-844-762-NLRB (1-844-762-6572). Hearing impaired callers who wish to speak to an Agency representative should contact the Federal Relay Service (link is external) by visiting its website at <https://www.federalrelay.us/tty> (link is external), calling one of its toll-free numbers and asking its Communications Assistant to call our toll-free number at 1-844-762-NLRB.

National Labor Relations Board, Region 12
201 E. Kennedy Blvd., Suite 530
Tampa, FL 33602-5824

Telephone: (813) 228-2641
Hours: 8:00 a.m. to 4:30 p.m.

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to Region 12 at www.nlrb.gov or (202) 273-2900.

CASE NUMBER 12-CA-296412

From: (b) (6), (b) (7)(C)
To: (b) (6), (b) (7)(C)
Subject: HCA Florida Bayonet Point Hospital Employment Verification
Date: Wednesday, December 21, 2022 1:15:00 PM

Dr. Sawani,
This is to confirm:

Your dates of employment with HCA Florida Bayonet Point Hospital were from (b) (6), (b) (7)(C) through (b) (6), (b) (7)(C)

Your job title at the time (b) (6), (b) (7)(C)

Thank you,

(b) (6), (b) (7)(C)

HCA Florida Bayonet Point Hospital

P (b) (6), (b) (7)(C) F

14000 Fivay Road Hudson, Florida 34668

(b) (6), (b) (7)(C)@HCAHealthcare.com

This email and any files transmitted with it may contain PRIVILEGED or CONFIDENTIAL information and may be read or used only by the intended recipient. If you are not the intended recipient of the email or any of its attachments, please be advised that you have received this email in error and that any use, dissemination, distribution, forwarding, printing, or copying of this email or any attached files is strictly prohibited. If you have received this email in error, please immediately purge it and all attachments and notify the sender by reply email or contact the sender at the number listed.

**NOTICE TO EMPLOYEES****POSTED PURSUANT TO A SETTLEMENT AGREEMENT
APPROVED BY A REGIONAL DIRECTOR OF THE
NATIONAL LABOR RELATIONS BOARD
AN AGENCY OF THE UNITED STATES GOVERNMENT****THE NATIONAL LABOR RELATIONS ACT GIVES YOU THE RIGHT TO:**

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

WE WILL NOT tell you that you cannot join or form a union. **YOU HAVE THE RIGHT** to join or form a union to represent you and bargain with us on behalf of an appropriate unit of our employees and **WE WILL NOT** do anything to interfere with your exercise of that right.

WE WILL NOT ask you about your union activities or sympathies, or about the union activities or sympathies of other employees.

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WE WILL NOT prohibit you from communicating with other employees about unions, salaries, wages, hours of work, or other terms and conditions of employment.

WE WILL NOT create the impression that we are engaging in surveillance of your union activities or other protected concerted activities.

WE WILL NOT in any like or related manner interfere with, restrain or coerce employees in their exercise of the above-stated rights guaranteed in Section 7 of the National Labor Relations Act.

NCA Florida Bayonet Point Hospital

DATED: 12-21-22

BY:

(b) (6), (b) (7)(C)

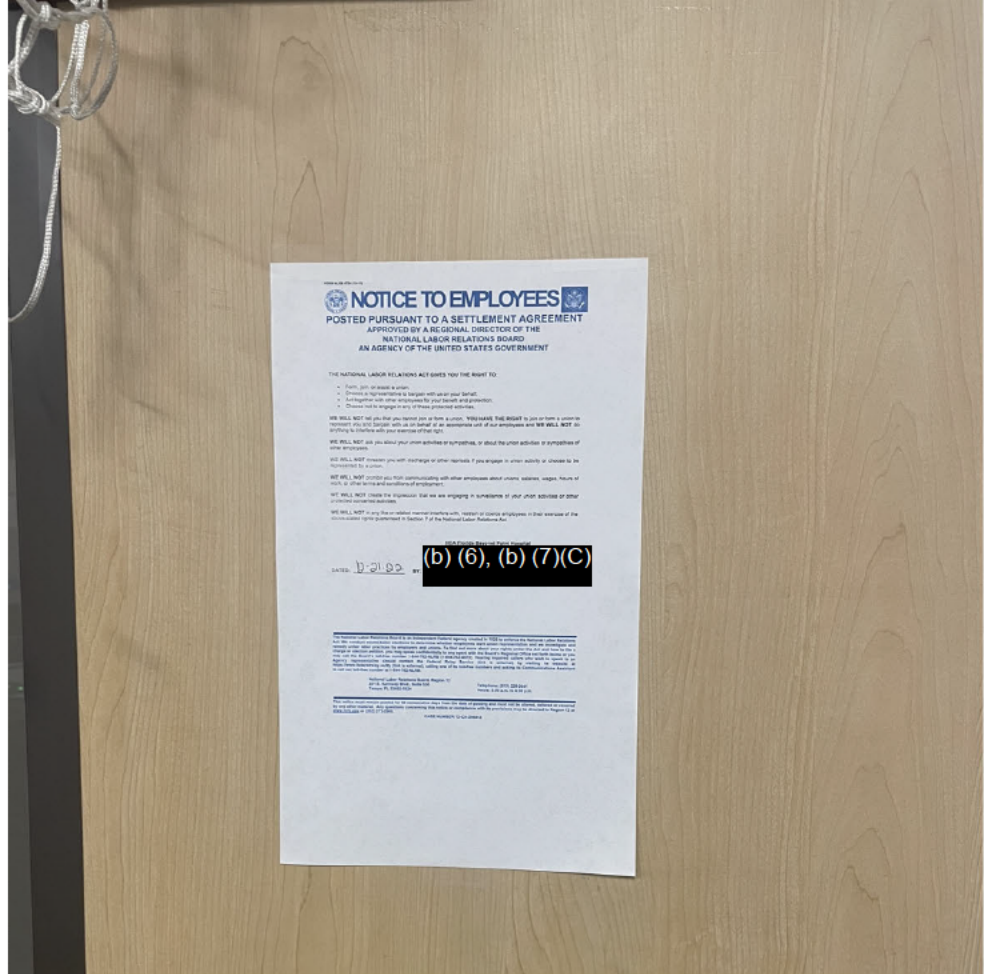
The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation and we investigate and remedy unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or request assistance, you may speak confidentially to any agent with the Board's Regional Office set forth below or you may call the Board's toll-free number 1-844-762-6826 (1-844-762-6827). Hearing-impaired callers who wish to speak to an agency representative should contact the Federal Relay Service (link is external) by visiting its website at <https://www.fedrelay.gov> (link is external), calling one of its toll-free numbers and asking the Communications Assistant to call our toll-free number at 1-844-762-6826.

National Labor Relations Board, Region 12
201 E. Kennedy Blvd., Suite 535
Tampa, FL 33602-6024

Telephone: (813) 229-2641
Hours: 8:30 a.m. to 4:30 p.m.

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to Region 12 at <https://nls.dhs.gov> or (202) 277-2999.

CASE NUMBER 12-CA-296412



Add a Caption

Wednesday • Dec 21, 2022 • 12:23 PM

Adjust

IMG_1296

Apple iPhone 12

HEIF

Wide Camera — 26 mm $f1.6$

12 MP • 3024 × 4032 • 3.5 MB

ISO 100

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Add a location...





NOTICE TO EMPLOYEES



POSTED PURSUANT TO A SETTLEMENT AGREEMENT APPROVED BY A REGIONAL DIRECTOR OF THE NATIONAL LABOR RELATIONS BOARD AN AGENCY OF THE UNITED STATES GOVERNMENT

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WE WILL NOT create the impression that we are engaging in surveillance of your union activities or other protected concerted activities.

WE WILL NOT in any like or related manner interfere with, restrain or coerce employees in their exercise of the above-stated rights guaranteed in Section 7 of the National Labor Relations Act.

(b) (6), (b) HCA Florida Bayonet Point Hospital

(b) (6), (b) (7)(C)

DATED: 10-21-22

BY

The National Labor Relations Board is an Independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation and we investigate and remedy unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below or you may call the Board's toll-free number 1-844-762-NLRB (1-844-762-6572). Hearing impaired callers who wish to speak to an Agency representative should contact the Federal Relay Service (link is external) by visiting its website at <https://www.federalrelay.us/tty> (link is external), calling one of its toll-free numbers and asking its Communications Assistant to call our toll-free number at 1-844-762-NLRB.

National Labor Relations Board, Region 12
201 E. Kennedy Blvd., Suite 530
Tampa, FL 33602-5824

Telephone: (813) 228-2641
Hours: 8:00 a.m. to 4:30 p.m.

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to Region 12 at www.nlrb.gov or (202) 273-2900.

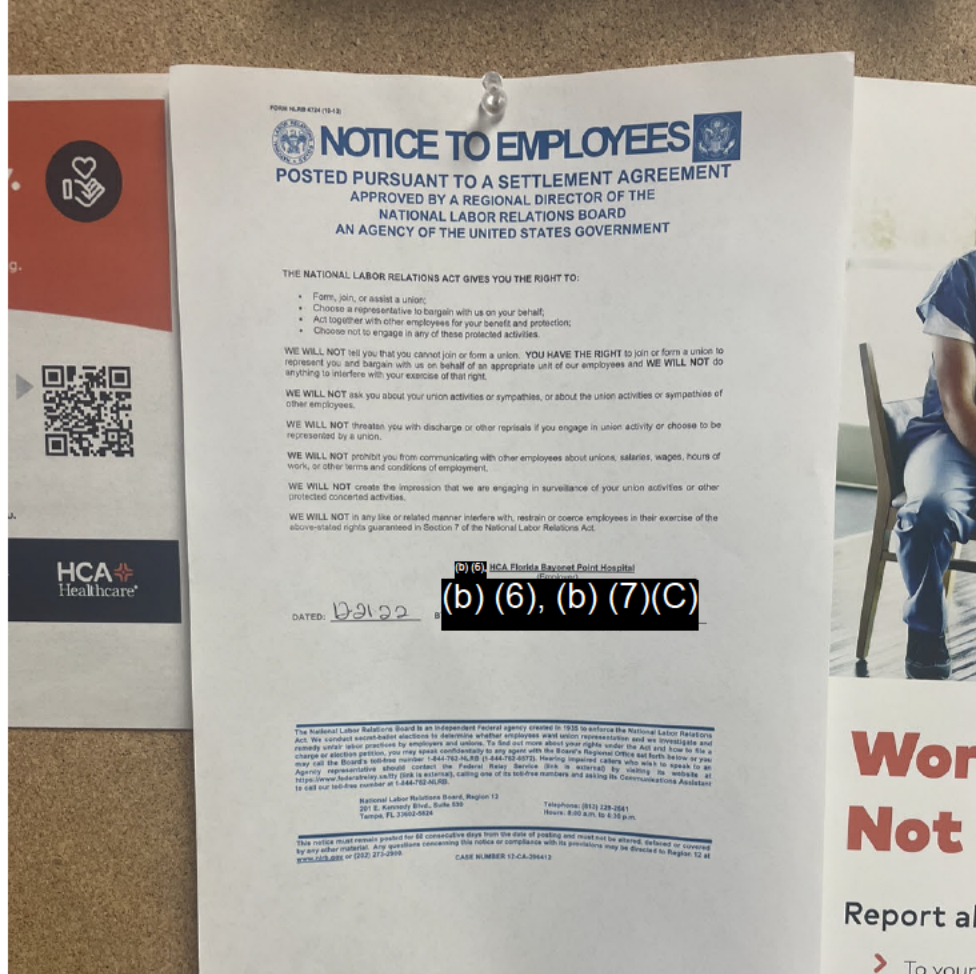
CASE NUMBER 12-CA-296412

HCA
Healthcare

Work Not

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- > To Human
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- > If in place



Add a Caption

Wednesday • Dec 21, 2022 • 1:41 PM

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IMG_1304

Apple iPhone 12

HEIF

Wide Camera — 26 mm f1.6

12 MP • 3024 × 4032 • 2.9 MB

ISO 100

26 mm

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f1.6

1/120 s

Add a location...

Show in All Photos



Edit



- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

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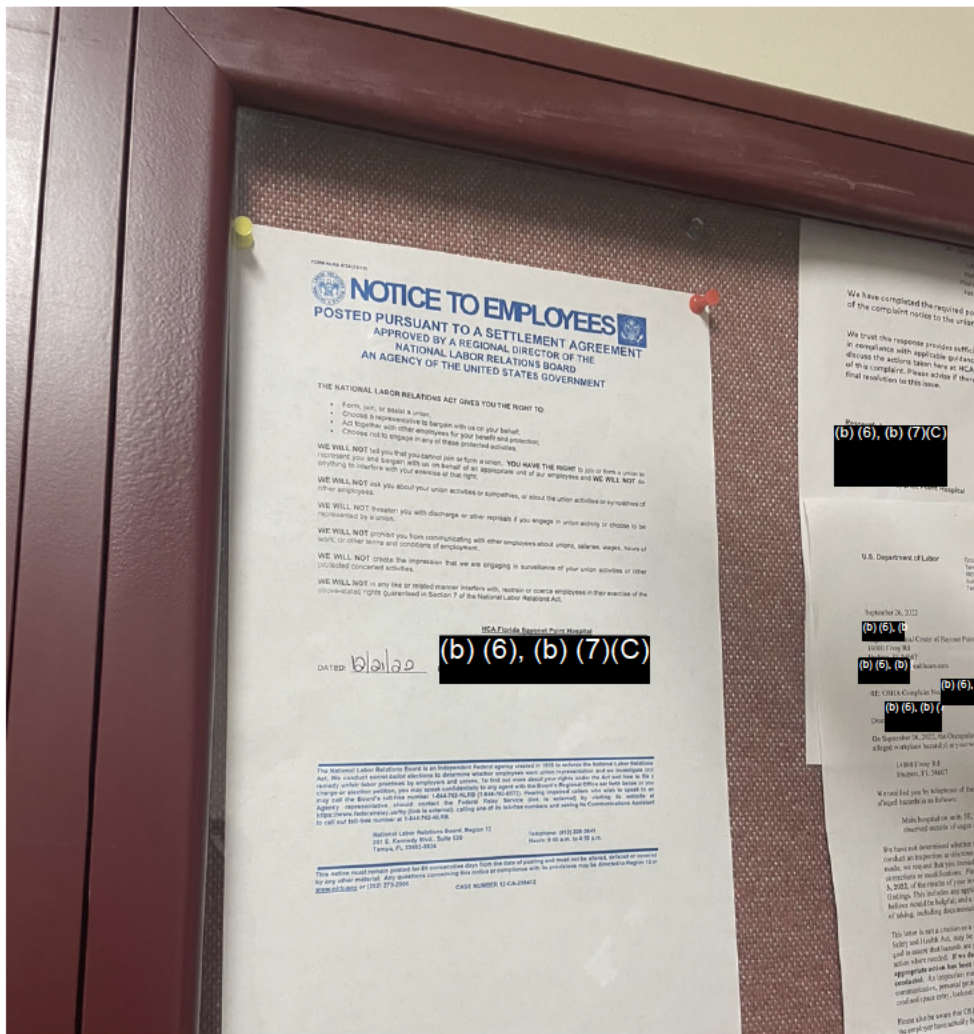
HCA Florida Bayonet Point Hospital
(b) (5), (b) (7)(C) (b) (5), (b) (7)(C)

(b) (6), (b) (7)(C)

Telephone: (813) 228-2641
Hours: 8:00 a.m. to 4:30 p.m.

CASE NUMBER 12-CA-296412





Add a Caption

Wednesday • Dec 21, 2022 • 12:34 PM

Adjust

IMG_1300

Apple iPhone 12

HEIF

Wide Camera — 26 mm f1.6

12 MP • 3024 × 4032 • 3.5 MB

ISO 80

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Add a location...



Edit



CERTIFICATION OF POSTING AND ELECTRONIC MAILING

**RE: HCA Florida Bayonet Point Hospital
Case 12-CA-296412**

Due Date: December 22, 2022

(If additional space is needed to provide a full response, attach a sheet(s) with the necessary information.)

As required by the Settlement Agreement in this matter, this document is a sworn certification of the steps that the Employer has taken to comply.

Physical Posting

The signed and dated Notice to Employees in the above matter was posted on December 21, 2022 at the following locations: (List specific places of posting)
(date)

Resident Workroom Lounge mail hospital bulletin
GenE Hallway Brian

A legible copy of the signed Notice, displaying full text of the Notice, including the date, signature and title of the responsible official of the Employer was e-filed together with this Certification.

E-Mailing of Notice

On December 21, 2022, the Employer emailed the signed and dated Notice to all resident physicians
(date)

and fellow physicians who were employed by the Employer at its hospital in Hudson, Florida at any time during the period from February 1, 2022 until the approval of this Settlement Agreement. (November 22, 2022).

A copy of the email message, with all of the recipients' e-mail addresses visible, along with a copy of the emailed Notice to Employees, was e-filed with this Certification.

I have completed this Certification of Posting and Electronic Mailing and state under penalty of perjury that it is true and correct.

CH (b) (6), (b) (7)(C) ED PAE (b) (6), (b) (7)(C)
By: (b) (6), (b) (7)(C)
Title: (b) (6), (b) (7)(C)
Date: 12/21/22

This form should be returned to the Regional Office together with **ONE** original Notice, dated and signed in the same manner as those posted. The Certification of Posting and Electronic Mailing form and color-scanned signed Notice should be returned via e-file. Please do not e-mail or physically send hard copies of the Certification of Posting and Electronic Mailing form or Notice at this time. If you need assistance in e-filing case documents, please contact the Compliance Assistant assigned to this case.

CERTIFICATION OF COMPLIANCE

Due Date: December 22, 2022

**RE: HCA Florida Bayonet Point Hospital
Case 12-CA-296412**

As required by the Settlement Agreement in this matter, this document is a sworn certification of the steps that the Employer has taken to comply.

Neutral Reference:

On December 21, 2022, the Employer provided the Charging Party with a neutral reference in
(date)
writing stating only his job title and dates of employment.

On December 21, 2022, the Employer directed the entity that handles reference inquiries on its
(date)
behalf to provide only the Charging Party's job title and dates of employment in response to inquiries about the Charging Party's employment with the Employer. In addition, on December 21, 2022, the
(date)
Employer directed its managers who supervised the Charging Party and its human resources personnel not to respond to any inquiries concerning the Charging Party's employment and to refer all of those inquiries to the entity that handles reference inquiries on Employer's behalf.

A copy of the written Neutral Reference has been e-filed with this Certification.

I have completed this Certification of Compliance and state under penalty of perjury that it is true and correct.

(b) (6), (b) (7)(C)
By: (b) (6), (b) (7)(C)
Title: (b) (6), (b) (7)(C)
Date: December 21, 2022

This form should be returned to the Regional Office via e-file. Please do not e-mail or physically send hard copies of the Certification of Compliance form at this time. If you need assistance in e-filing case documents, please contact the Compliance Assistant assigned to this case.